

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Administrative Assistant, Fiber	23	18	18	1
Employee / Alumni referrals	1	1	1	
Google Jobs site	21	16	16	1
LinkedIn	1	1	1	
Back-End Software Engineer, Customer Portal, Google Fiber - Mountain View	414	8	2	1
craigslist	4	0	0	
dice	5	1	0	
Google Jobs site	311	6	2	1
Google.com	4	0	0	
indeed.com	13	0	0	
LinkedIn	71	1	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	3	0	0	
YouTube - Life at Google channel	1	0	0	
Build and Release Engineer, Platform, Google Fiber - Mountain View	177	1	1	
AdWords	2	0	0	
Google Jobs site	103	1	1	
Google.com	2	0	0	
indeed.com	26	0	0	
LinkedIn	43	0	0	
simplyhired.com	1	0	0	
Business Analyst, Google Fiber - Mountain View	439	2	2	1
Google Jobs site	276	2	2	1
Google.com	4	0	0	
indeed.com	39	0	0	
LinkedIn	114	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Business Analyst, Google Fiber NOC - Mountain View	1	1	1	1
indeed.com	1	1	1	1
Business Development Manager, WiFi, Google Fiber	2	0	0	
Google Jobs site	2	0	0	
Business Development, Content Licensing and Development, Google Fiber	187	1	0	
craigslist	3	0	0	
dice	11	0	0	
Google Jobs site	92	0	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google.com	3	0	0	
indeed.com	4	1	0	
LinkedIn	74	0	0	
Business Development, Google Fiber - Mountain View	4	4	4	3
Google Jobs site	4	4	4	3
Business Operations and Programs Engineer, Google Fiber - Mountain View	22	1	1	
Google Jobs site	21	1	1	
indeed.com	1	0	0	
Business Operations, Google Fiber - Mountain View or New York	8	4	4	1
Google Jobs site	8	4	4	1
Business Product Manager, Video Services, Google Fiber - Mountain View	1	0	0	
Google Jobs site	1	0	0	
City Team Program Manager, Google Fiber - Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Contracts Specialist, Google Fiber Sales - Mountain View or New York	2	2	2	
Google Jobs site	2	2	2	
Corporate Wi-Fi Engineer	86	1	1	
Google Jobs site	57	0	0	
indeed.com	7	0	0	
LinkedIn	21	1	1	
Twitter - @GoogleJobs feed	1	0	0	
CPE Operations Engineer, Google Fiber - Mountain View	92	11	4	
Google Jobs site	63	11	4	
indeed.com	11	0	0	
LinkedIn	17	0	0	
simplyhired.com	1	0	0	
Customer Service Manager, Google Fiber - Mountain View	1	0	0	
Google Jobs site	1	0	0	
Customer Service Technical Support Specialist, Google Fiber	4	4	4	1
Google Jobs site	4	4	4	1
Customer Service Tools Specialist, Google Fiber - Mountain View	5	3	3	3
Google Jobs site	5	3	3	3
Customer Service Training and Quality Assurance Specialist, Google Fiber - Mountain View	1,026	17	6	2
AdWords	8	0	0	
Google +	1	0	0	
Google Jobs site	593	10	4	2

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google.com	15	1	0	
indeed.com	208	1	1	
LinkedIn	190	5	1	
simplyhired.com	10	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Customer Solutions Service Delivery Specialist, Google Fiber - Mountain View	919	34	32	6
AdWords	1	0	0	
craigslist	6	0	0	
dice	23	0	0	
Google +	2	0	0	
Google Jobs site	476	31	29	6
Google.com	21	0	0	
indeed.com	108	0	0	
LinkedIn	265	3	3	
simplyhired.com	13	0	0	
Twitter - @GoogleJobs feed	4	0	0	
Digital Divide Program Manager, Google Fiber - Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Director of Operations and Programs, Google Fiber - Mountain View	1	0	0	
Google Jobs site	1	0	0	
Director of Product Management, Google Fiber - Mountain View	1	1	1	
Google Jobs site	1	1	1	
Director, Network Operations, Google Fiber - Mountain View	71	1	1	
AdWords	2	0	0	
Google Jobs site	33	1	1	
indeed.com	17	0	0	
LinkedIn	19	0	0	
Employee Referrals - EngOps Leadership - North America	6	2	1	
Employee / Alumni referrals	1	1	0	
Google Jobs site	5	1	1	
Field Sales Operations Associate, Google Fiber - Kansas City	1	1	1	1
Google Jobs site	1	1	1	1
Google Fiber Test Engineer - Mountain View	10	1	1	1
Google Jobs site	10	1	1	1
Hardware Engineer, Google Fiber - Mountain View	342	11	3	1
AdWords	1	0	0	

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Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Employee / Alumni referrals	1	1	0	
Google Jobs site	225	8	3	1
Google.com	3	0	0	
indeed.com	9	0	0	
LinkedIn	99	2	0	
simplyhired.com	4	0	0	
Hardware Systems Architect, Platform, Google Fiber - Mountain View	2	0	0	
Google Jobs site	2	0	0	
Hardware Validation Engineer, Google Fiber - Mountain View	52	1	1	
Google Jobs site	37	1	1	
indeed.com	8	0	0	
LinkedIn	7	0	0	
HTML5/JS Developer, Google Fiber - Mountain View	366	14	6	
craigslist	4	0	0	
dice	6	0	0	
Google Jobs site	224	12	6	
Google.com	5	0	0	
indeed.com	8	0	0	
LinkedIn	107	2	0	
Monster.com	1	0	0	
nixers.com	1	0	0	
simplyhired.com	4	0	0	
Twitter - @GoogleJobs feed	6	0	0	
IP Edge Architect, Google Fiber - Mountain View	295	19	3	
AdWords	1	0	0	
Google Jobs site	181	12	2	
Google.com	2	0	0	
indeed.com	5	0	0	
LinkedIn	105	7	1	
simplyhired.com	1	0	0	
Manager, Google Fiber Partner Engineering - Mountain View	36	2	2	
AdWords	2	0	0	
Google Jobs site	23	2	2	
indeed.com	3	0	0	
LinkedIn	8	0	0	
Manager, Sales Engineering, Google Fiber - Mountain View	151	1	1	1

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Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	86	1	1	1
indeed.com	9	0	0	
LinkedIn	53	0	0	
simplyhired.com	3	0	0	
Marketing Associate, Google Fiber	1	1	1	1
Google Jobs site	1	1	1	1
MDU Design Engineer, Google Fiber - Mountain View	1	1	1	
LinkedIn	1	1	1	
MDU Field Manager, Google Fiber - Kansas City	6	3	1	1
Google Jobs site	5	3	1	1
LinkedIn	1	0	0	
Mechanical Engineer, Google Fiber - Mountain View	487	3	2	
AdWords	2	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	277	3	2	
Google.com	4	0	0	
indeed.com	27	0	0	
LinkedIn	163	0	0	
simplyhired.com	12	0	0	
YouTube - Life at Google channel	1	0	0	
MultiProtocol Label Switching Core Architect - Mountain View	282	9	3	
AdWords	2	1	0	
Google Jobs site	177	6	1	
Google.com	2	0	0	
indeed.com	8	0	0	
LinkedIn	92	2	2	
University & MBA Recruiting	1	0	0	
National Partner Manager, Google Fiber - Mountain View or New York	4	4	4	1
Google Jobs site	4	4	4	1
Network Deployment Engineer, Google Fiber	1	1	1	1
Google Jobs site	1	1	1	1
Network Engineer, Google Fiber - Mountain View	833	42	16	2
AdWords	4	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	564	25	11	2
Google.com	11	1	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	36	2	0	
LinkedIn	209	13	4	
simplyhired.com	6	1	1	
YouTube - Life at Google channel	1	0	0	
Facebook	1	0	0	
Network Operations Center (NOC) Analyst, Google Fiber - Mountain View	774	28	11	3
AdWords	1	0	0	
craigslist	4	0	0	
dice	43	0	0	
Google +	2	0	0	
Google Jobs site	410	26	11	3
Google.com	10	0	0	
indeed.com	30	1	0	
LinkedIn	262	1	0	
Monster.com	1	0	0	
simplyhired.com	8	0	0	
Twitter - @GoogleJobs feed	3	0	0	
Network Operations Center (NOC) Technician, Google Fiber - Mountain View	791	36	13	3
AdWords	5	0	0	
dice	47	0	0	
Google Jobs site	391	30	12	3
Google.com	8	0	0	
indeed.com	97	1	0	
LinkedIn	233	5	1	
simplyhired.com	7	0	0	
Twitter - @GoogleJobs feed	2	0	0	
University & MBA Recruiting	1	0	0	
Network Operations Engineer, Deployment, Google Fiber - Kansas City	227	8	3	
Google Jobs site	182	6	3	
indeed.com	30	0	0	
LinkedIn	13	1	0	
simplyhired.com	1	1	0	
University & MBA Recruiting	1	0	0	
Network Operations Engineer, Google Fiber - Mountain View	689	13	1	1
dice	21	0	0	
Google +	1	0	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	341	12	1	1
Google.com	10	0	0	
indeed.com	38	0	0	
LinkedIn	270	1	0	
Monster.com	1	0	0	
nakuri.com	1	0	0	
simplyhired.com	4	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Network Operations Regional Manager, Google Fiber - Kansas City	181	1	1	1
Google Jobs site	57	1	1	1
Google.com	6	0	0	
indeed.com	17	0	0	
LinkedIn	95	0	0	
Monster.com	1	0	0	
simplyhired.com	5	0	0	
Network Security Engineer - Google Fiber - Mountain View	182	3	0	
AdWords	2	0	0	
Google Jobs site	129	2	0	
Google.com	2	0	0	
indeed.com	14	0	0	
LinkedIn	29	1	0	
Twitter - @GoogleJobs feed	5	0	0	
Facebook	1	0	0	
Network Security Engineer, Fiber to the Home - Mountain View	30	0	0	
dice	5	0	0	
Google +	1	0	0	
Google Jobs site	10	0	0	
indeed.com	1	0	0	
LinkedIn	12	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Network Test Engineer, Google Access/Fiber - Mountain View	641	23	7	1
AdWords	1	0	0	
craigslist	1	0	0	
dice	31	0	0	
Google Jobs site	303	13	5	1
Google.com	6	0	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	44	2	0	
LinkedIn	252	7	1	
simplyhired.com	3	1	1	
Network Test Engineer, Google Fiber - Mountain View	405	18	6	3
AdWords	1	0	0	
dice	8	0	0	
Google +	1	0	0	
Google Jobs site	181	16	6	3
Google.com	6	0	0	
indeed.com	51	2	0	
LinkedIn	148	0	0	
Monster.com	1	0	0	
simplyhired.com	7	0	0	
University & MBA Recruiting	1	0	0	
Network Tools Engineer, Google Fiber - Mountain View	152	0	0	
Google +	1	0	0	
Google Jobs site	106	0	0	
indeed.com	20	0	0	
LinkedIn	19	0	0	
simplyhired.com	4	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Network Transport Engineer, Deployment, Google Fiber - Mountain View	221	8	4	
Google Jobs site	165	8	4	
Google.com	1	0	0	
indeed.com	15	0	0	
LinkedIn	36	0	0	
simplyhired.com	4	0	0	
NOC Shift Lead, Google Access - Mountain View	228	0	0	
dice	24	0	0	
Google Jobs site	95	0	0	
Google.com	2	0	0	
indeed.com	9	0	0	
LinkedIn	98	0	0	
NOC Shift Lead, Google Fiber - Mountain View	107	3	1	1
AdWords	1	0	0	
Google Jobs site	80	3	1	1

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	13	0	0	
LinkedIn	13	0	0	
Operations Account Manager, MDU, Google Fiber	1	0	0	
Google Jobs site	1	0	0	
Operations Account Manager, MDU, Google Fiber - Kansas City	2	2	1	
Google Jobs site	2	2	1	
Operations Security Engineer - Network Abuse, Fiber to the Home - Mountain View	1	0	0	
Google Jobs site	1	0	0	
Optical Network Transport Engineer, Google Fiber - Mountain View	3	0	0	
Google Jobs site	2	0	0	
LinkedIn	1	0	0	
Outside Plant Design Engineer, Google Fiber - Mountain View	162	3	2	
dice	4	0	0	
Google Jobs site	69	1	0	
Google.com	3	0	0	
indeed.com	7	0	0	
LinkedIn	71	2	2	
simplyhired.com	8	0	0	
Outside Plant Design Lead Engineer, Google Fiber	71	1	0	
dice	7	0	0	
Google Jobs site	16	1	0	
indeed.com	6	0	0	
LinkedIn	39	0	0	
simplyhired.com	3	0	0	
Outside Plant Field Project Manager, Google Fiber - Mountain View, Austin or Kansas City	218	11	9	4
Google Jobs site	110	8	7	4
Google.com	6	0	0	
indeed.com	29	0	0	
LinkedIn	63	3	2	
simplyhired.com	10	0	0	
Partner Manager, Google Fiber - Mountain View	53	1	1	1
dice	7	0	0	
Google Jobs site	25	1	1	1
indeed.com	3	0	0	
LinkedIn	16	0	0	
simplyhired.com	1	0	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Twitter - @GoogleJobs feed	1	0	0	
Photonic Device Engineer, Platform, Google Fiber - Mountain View	286	3	1	
AdWords	2	0	0	
Google Jobs site	170	3	1	
indeed.com	45	0	0	
LinkedIn	60	0	0	
simplyhired.com	8	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Photonics Engineer, Platform, Google Fiber - Mountain View	520	12	3	1
Google Jobs site	304	11	3	1
Google.com	7	0	0	
indeed.com	53	0	0	
LinkedIn	152	1	0	
simplyhired.com	4	0	0	
Post-Install Service Manager, Google Fiber - Mountain View	102	4	4	
AdWords	2	0	0	
Google +	1	0	0	
Google Jobs site	82	3	3	
indeed.com	10	0	0	
LinkedIn	6	1	1	
simplyhired.com	1	0	0	
Principal Systems Architect, Google Access Services - Mountain View	124	1	1	1
Google Jobs site	81	1	1	1
Google.com	2	0	0	
indeed.com	13	0	0	
LinkedIn	28	0	0	
Product Manager, Business and Operations Systems, Google Fiber - Mountain View	93	0	0	
dice	16	0	0	
Google Jobs site	47	0	0	
Google.com	2	0	0	
indeed.com	1	0	0	
LinkedIn	26	0	0	
nixers.com	1	0	0	
Product Manager, Business Solutions, Google Fiber - Mountain View	127	0	0	
craigslist	1	0	0	
dice	6	0	0	

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Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	56	0	0	0
Google.com	3	0	0	0
indeed.com	5	0	0	0
LinkedIn	52	0	0	0
nixers.com	2	0	0	0
University & MBA Recruiting	2	0	0	0
Product Manager, Customer Premise Equipment, Google Fiber - Mountain View	45	0	0	0
dice	5	0	0	0
Google Jobs site	21	0	0	0
Google.com	1	0	0	0
indeed.com	2	0	0	0
LinkedIn	16	0	0	0
Product Manager, Gigabit Applications, Google Fiber - Mountain View	61	0	0	0
craigslist	1	0	0	0
dice	1	0	0	0
Google Jobs site	21	0	0	0
Google.com	1	0	0	0
LinkedIn	37	0	0	0
Product Manager, Google Fiber TV - Mountain View	5	1	1	1
Google Jobs site	5	1	1	1
Product Manager, Google Fiber TV, User Experiences - Mountain View	638	3	2	2
AdWords	3	0	0	0
Employee / Alumni referrals	1	0	0	0
Google +	1	0	0	0
Google Jobs site	541	3	2	2
Google.com	2	0	0	0
indeed.com	20	0	0	0
LinkedIn	66	0	0	0
simplyhired.com	2	0	0	0
Twitter - @GoogleJobs feed	2	0	0	0
Product Manager, Google Wifi	2	2	1	1
Google Jobs site	2	2	1	1
Product Manager, Platform, Google Fiber - Mountain View	329	6	2	2
craigslist	1	0	0	0
Google Jobs site	232	6	2	2
Google.com	5	0	0	0

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	17	0	0	
LinkedIn	72	0	0	
simplyhired.com	2	0	0	
Product Marketing Manager, Brand and Advertising, Google Fiber - Mountain View	115	4	4	1
Google Jobs site	79	4	4	1
Google.com	2	0	0	
indeed.com	15	0	0	
LinkedIn	18	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Product Marketing Manager, Google Fiber - Mountain View	4	3	3	2
Google Jobs site	4	3	3	2
Product Specialist and Communications Manager, Google Fiber - Mountain View	3	2	2	1
Google Jobs site	3	2	2	1
Program Coordinator, MDU, Google Fiber - Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Program Manager, City Operations, Google Fiber - Mountain View	335	5	3	1
Employee / Alumni referrals	2	0	0	
Google +	1	0	0	
Google Jobs site	266	5	3	1
indeed.com	20	0	0	
LinkedIn	43	0	0	
simplyhired.com	3	0	0	
Program Manager, MDU, Google Fiber - Mountain View	31	0	0	
dice	4	0	0	
Google Jobs site	17	0	0	
indeed.com	2	0	0	
LinkedIn	5	0	0	
Monster.com	3	0	0	
Project Coordinator, Google Fiber- Mountain View	93	1	0	
Employee / Alumni referrals	1	1	0	
Google +	1	0	0	
Google Jobs site	47	0	0	
indeed.com	22	0	0	
LinkedIn	22	0	0	
Project Coordinator, MDU, Google Fiber - Mountain View	473	5	4	
Employee / Alumni referrals	1	0	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	267	5	4	
Google.com	1	0	0	
indeed.com	66	0	0	
LinkedIn	123	0	0	
simplyhired.com	14	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Release Engineer, Google Fiber - Mountain View	86	1	1	
Google Jobs site	61	1	1	
Google.com	2	0	0	
indeed.com	9	0	0	
LinkedIn	12	0	0	
simplyhired.com	2	0	0	
Sales Engineer, Google Fiber - Kansas City	644	11	4	
AdWords	3	0	0	
Google Jobs site	426	5	0	
Google.com	20	0	0	
indeed.com	55	2	2	
LinkedIn	132	3	2	
simplyhired.com	6	1	0	
Twitter - @GoogleJobs feed	1	0	0	
YouTube - Life at Google channel	1	0	0	
Sales Operations, Google Fiber - Mountain View or New York	2	1	1	1
Google Jobs site	2	1	1	1
Sales Representative, Google Fiber - New York or Kansas City	429	14	5	3
craigslist	12	0	0	
dice	5	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	188	14	5	3
Google.com	19	0	0	
indeed.com	15	0	0	
LinkedIn	182	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Salesforce Tools Developer, Google Fiber - Mountain View	64	11	1	
Google Jobs site	43	7	1	
indeed.com	12	3	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
LinkedIn	9	1	0	
Senior Software Engineer, Google Fiber - Mountain View	7	6	6	2
Google Jobs site	6	5	5	2
LinkedIn	1	1	1	
Server Operations Engineer, Google Fiber - Mountain View	287	4	3	
dice	1	0	0	
Google +	1	0	0	
Google Jobs site	179	2	1	
Google.com	4	0	0	
indeed.com	6	0	0	
LinkedIn	92	2	2	
simplyhired.com	4	0	0	
Service Communications Specialist, Google Fiber - Mountain View	2	2	2	1
Google Jobs site	2	2	2	1
Site Reliability Engineer, Google Fiber - Mountain View	72	1	0	
Google Jobs site	39	1	0	
indeed.com	4	0	0	
LinkedIn	29	0	0	
Software Architect, Platform, Google Fiber - Mountain View	186	2	0	
AdWords	2	0	0	
Google Jobs site	129	2	0	
Google.com	3	0	0	
indeed.com	9	0	0	
LinkedIn	40	0	0	
Twitter - @GoogleJobs feed	3	0	0	
Software Engineer in Test, Google Fiber - Mountain View	273	8	1	
AdWords	8	0	0	
Google Jobs site	217	7	1	
Google.com	1	0	0	
indeed.com	15	0	0	
LinkedIn	28	1	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Software Engineer Web Applications, Google Fiber - Mountain View	50	1	1	
craigslist	1	0	0	
dice	6	0	0	

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Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	23	0	0	
Google.com	1	0	0	
indeed.com	2	0	0	
LinkedIn	17	1	1	
Software Engineer, Application, Platform, Google Fiber - Mountain View	13	0	0	
Google Jobs site	13	0	0	
Software Engineer, Auto-Configuration Server, Google Fiber - Mountain View	115	1	0	
dice	1	0	0	
Google Jobs site	72	1	0	
Google.com	4	0	0	
indeed.com	5	0	0	
LinkedIn	33	0	0	
Software Engineer, Customer Portal, Google Fiber - Mountain View	39	2	2	
Google Jobs site	37	1	1	
LinkedIn	2	1	1	
Software Engineer, Embedded Systems, Advanced Technology Group, Google Fiber - Mountain View	598	2	1	
dice	6	0	0	
Google Jobs site	421	1	0	
Google.com	12	0	0	
indeed.com	17	1	1	
LinkedIn	136	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Software Engineer, Embedded, Google Fiber - Mountain View	13	3	2	1
Google Jobs site	13	3	2	1
Software Engineer, Networking, Google Fiber - Mountain View	419	16	6	2
craigslist	1	0	0	
dice	1	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	302	16	6	2
Google.com	5	0	0	
indeed.com	11	0	0	
LinkedIn	98	0	0	
Software Engineer, Security, Google Fiber - Mountain View	17	0	0	
Google Jobs site	17	0	0	
Software Engineer, System, Platform, Google Fiber - Mountain View	204	2	2	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
AdWords	4	0	0	
Google Jobs site	151	2	2	
Google.com	2	0	0	
indeed.com	14	0	0	
LinkedIn	31	0	0	
simplyhired.com	2	0	0	
Software Tech Lead/Manager - Platform, Google Fiber - Mountain View	29	0	0	
dice	8	0	0	
Google Jobs site	12	0	0	
indeed.com	1	0	0	
LinkedIn	8	0	0	
Strategic Account Manager, Project Tee - Mountain View	2	2	2	2
Google Jobs site	2	2	2	2
Strategy and Operations Associate, Google Fiber - Mountain View	768	11	6	4
Employee / Alumni referrals	1	0	0	
Google +	1	0	0	
Google Jobs site	576	11	6	4
Google.com	10	0	0	
indeed.com	64	0	0	
LinkedIn	104	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
University & MBA Recruiting	6	0	0	
Strategy and Operations Principal, Google Fiber - Mountain View	224	9	9	3
Google Jobs site	174	8	8	3
Google.com	5	0	0	
indeed.com	15	1	1	
LinkedIn	25	0	0	
simplyhired.com	5	0	0	
Supervisor, Customer Service Center, Google Fiber - Kansas City	670	5	3	
AdWords	21	0	0	
Google Jobs site	434	4	3	
Google.com	4	0	0	
indeed.com	150	0	0	
LinkedIn	53	1	0	
simplyhired.com	8	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Supervisor, Google Fiber Customer Service Center - Kansas City	1,063	2	2	1
craigslist	2	0	0	
Google Jobs site	240	2	2	1
Google.com	31	0	0	
indeed.com	71	0	0	
LinkedIn	366	0	0	
Monster.com	344	0	0	
nijobs.com	1	0	0	
simplyhired.com	7	0	0	
Twitter - @GoogleJobs feed	1	0	0	
System Verification Engineer, Google Fiber - Mountain View	40	2	0	
dice	2	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	29	2	0	
indeed.com	2	0	0	
LinkedIn	6	0	0	
Systems Operations Engineer - Google Fiber - Mountain View	92	4	2	
AdWords	1	0	0	
Google Jobs site	69	4	2	
Google.com	2	0	0	
indeed.com	6	0	0	
LinkedIn	14	0	0	
Systems Security Engineer, Network Operations (Google Fiber) - Mountain View	60	1	0	
Google Jobs site	45	1	0	
Google.com	1	0	0	
indeed.com	6	0	0	
LinkedIn	7	0	0	
simplyhired.com	1	0	0	
Systems Software Engineer, Google Fiber - Mountain View	24	4	3	
Google Jobs site	23	4	3	
LinkedIn	1	0	0	
Technical Account Manager, Google Fiber - Mountain View	184	5	5	1
Employee / Alumni referrals	1	0	0	
Google Jobs site	116	5	5	1
indeed.com	8	0	0	
LinkedIn	55	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
nakuri.com	1	0	0	
simplyhired.com	1	0	0	
YouTube - Life at Google channel	1	0	0	
University & MBA Recruiting	1	0	0	
Technical Lead Manager, Google Fiber, Mountain View	1	1	1	
Google Jobs site	1	1	1	
Technical Program Manager - CPE Products Development	1	1	0	
Google Jobs site	1	1	0	
Technical Program Manager, CPE, Google Fiber - Mountain View	113	2	2	
dice	13	0	0	
Google Jobs site	51	2	2	
Google.com	4	0	0	
indeed.com	16	0	0	
LinkedIn	26	0	0	
simplyhired.com	3	0	0	
Technical Program Manager, Google Fiber - Mountain View	266	14	5	
AdWords	5	0	0	
Google Jobs site	191	12	5	
indeed.com	27	1	0	
LinkedIn	39	1	0	
simplyhired.com	3	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Technical Program Manager, Hardware/Platforms, Google Fiber - Mountain View	121	1	1	1
Google Jobs site	81	1	1	1
indeed.com	20	0	0	
LinkedIn	19	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Technical Program Manager, Optical Engineering, Google Fiber - Mountain View	31	0	0	
dice	3	0	0	
Google Jobs site	17	0	0	
indeed.com	4	0	0	
LinkedIn	7	0	0	
Technical Program Manager, System, Google Fiber - Mountain View	323	7	4	1
dice	5	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	208	6	3	1

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google.com	8	0	0	
indeed.com	14	0	0	
LinkedIn	84	0	0	
Monster.com	1	1	1	
simplyhired.com	1	0	0	
University & MBA Recruiting	1	0	0	
Technical Program Manager, Video Operations, Google Fiber - Mountain View	7	0	0	
Google Jobs site	7	0	0	
Technical Project Manager, Google Fiber - Kansas City	461	0	0	
Google Jobs site	180	0	0	
Google.com	8	0	0	
indeed.com	19	0	0	
LinkedIn	136	0	0	
Monster.com	114	0	0	
nakuri.com	1	0	0	
simplyhired.com	3	0	0	
Technical Project Manager, Google Fiber - Mountain View	158	4	1	1
Employee / Alumni referrals	1	0	0	
Google Jobs site	49	3	1	1
Google.com	2	0	0	
indeed.com	7	0	0	
LinkedIn	99	1	0	
Technical Project Manager, Google Fiber Customer Experience - Mountain View	1	1	1	
Google Jobs site	1	1	1	
Technical Writer, Platform, Google Fiber - Mountain View	161	0	0	
Google +	1	0	0	
Google Jobs site	121	0	0	
Google.com	4	0	0	
indeed.com	9	0	0	
LinkedIn	24	0	0	
nixers.com	1	0	0	
simplyhired.com	1	0	0	
Test Engineer, Google Fiber - Mountain View	5	1	0	
Google Jobs site	1	0	0	
indeed.com	2	0	0	
LinkedIn	1	1	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
simplyhired.com	1	0	0	
Test Software Engineer , Google Fiber - Mountain View	351	0	0	
dice	12	0	0	
Google +	1	0	0	
Google Jobs site	248	0	0	
Google.com	15	0	0	
indeed.com	13	0	0	
LinkedIn	55	0	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	4	0	0	
YouTube - Life at Google channel	1	0	0	
User Acquisition Operations Manager, Google Fiber - Mountain View	3	1	1	1
Google Jobs site	3	1	1	1
User Experience Researcher, Google Fiber - Mountain View	287	0	0	
craigslist	1	0	0	
dice	5	0	0	
Google Jobs site	160	0	0	
Google.com	4	0	0	
indeed.com	39	0	0	
LinkedIn	59	0	0	
Monster.com	13	0	0	
simplyhired.com	6	0	0	
Vendor Manager/Project Coordinator, Google Fiber- Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Vendor Operations Specialist, Google Fiber - Mountain View	90	2	2	1
Google Jobs site	51	1	1	1
Google.com	1	0	0	
indeed.com	16	0	0	
LinkedIn	18	1	1	
Monster.com	1	0	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Vendor Support Specialist, Google Fiber - Mountain View	208	5	5	1
Google Jobs site	133	4	4	1
Google.com	2	0	0	
indeed.com	18	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
LinkedIn	48	1	1	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
YouTube - Life at Google channel	1	0	0	
Vendor/Contractor Manager, Outside Plant, Google Fiber - Mountain View	61	0	0	
dice	6	0	0	
Google Jobs site	38	0	0	
Google.com	3	0	0	
indeed.com	3	0	0	
LinkedIn	11	0	0	
Video Architect	1	1	1	
Google Jobs site	1	1	1	
Video Operations Engineer - Network Operations, Google Fiber - Mountain View	2	1	1	1
Google Jobs site	2	1	1	1
Video Operations Specialist, Google Fiber - Mountain View CA	169	2	0	
dice	1	0	0	
Google Jobs site	72	1	0	
Google.com	3	0	0	
indeed.com	12	0	0	
LinkedIn	77	0	0	
simplyhired.com	4	1	0	
Visual Designer, Google Fiber - Mountain View	418	5	1	
AdWords	4	0	0	
Google +	1	0	0	
Google Jobs site	303	5	1	
indeed.com	34	0	0	
LinkedIn	62	0	0	
simplyhired.com	9	0	0	
Twitter - @GoogleJobs feed	3	0	0	
University & MBA Recruiting	2	0	0	
Wireless Test Engineer, Google Access Services - Mountain View	131	0	0	
Google Jobs site	38	0	0	
Google.com	2	0	0	
indeed.com	34	0	0	
LinkedIn	52	0	0	
simplyhired.com	5	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Network Operations Quality Engineer, Deployment, Google Fiber - Kansas City	104	1	0	
AdWords	9	0	0	
Google Jobs site	58	1	0	
Google.com	3	0	0	
indeed.com	4	0	0	
LinkedIn	30	0	0	
Senior Software Engineer, Customer Portal, Google Fiber - Mountain View	53	2	1	
AdWords	1	0	0	
Google +	1	0	0	
Google Jobs site	39	2	1	
Google.com	1	0	0	
indeed.com	1	0	0	
LinkedIn	9	0	0	
simplyhired.com	1	0	0	
Business Operations Technical Specialist, Google Fiber - Mountain View	14	1	1	1
Google Jobs site	10	1	1	1
LinkedIn	4	0	0	
Product Marketing Manager - Acquisitions Marketing - Google Fiber	129	4	2	
AdWords	10	0	0	
Google +	1	0	0	
Google Jobs site	91	4	2	
indeed.com	26	0	0	
LinkedIn	1	0	0	
Wi-Fi Engineer, Google Fiber - Mountain View	43	1	0	
AdWords	1	0	0	
Google Jobs site	32	1	0	
indeed.com	1	0	0	
LinkedIn	9	0	0	
Salesforce Administrator, Google Fiber - Mountain View or New York	61	2	0	
Google Jobs site	30	2	0	
indeed.com	1	0	0	
LinkedIn	30	0	0	
Outside Plant (OSP) Mechanical / Industrial Engineer - Google Fiber, Mountain View	110	5	0	
AdWords	6	1	0	
Google Jobs site	47	1	0	
indeed.com	26	3	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
LinkedIn	31	0	0	
Outside Plant (OSP) Make Ready Engineer - Google Fiber, Mountain View	34	0	0	
AdWords	2	0	0	
Google Jobs site	20	0	0	
indeed.com	8	0	0	
LinkedIn	4	0	0	
Outside Plant (OSP) Design Engineer - Google Fiber, Mountain View	63	7	1	
AdWords	1	0	0	
Google Jobs site	42	3	1	
indeed.com	12	2	0	
LinkedIn	8	2	0	
Outside Plant (OSP) Capacity Planning Engineer - Google Fiber, Mountain View	38	5	0	
Google Jobs site	24	4	0	
indeed.com	3	0	0	
LinkedIn	11	1	0	
Customer Solutions Service Delivery Specialist, Google Fiber	189	3	3	
AdWords	15	0	0	
Google +	1	0	0	
Google Jobs site	93	3	3	
indeed.com	46	0	0	
LinkedIn	32	0	0	
simplyhired.com	1	0	0	
Facebook	1	0	0	
Network Operations Engineer	1	0	0	
Google Jobs site	1	0	0	
Engineering Leadership, Google Fiber - Mountain View	2	2	2	
Google Jobs site	2	2	2	
Technical Program Manager, Managed Wi-Fi, Google Fiber - Mountain View	36	2	1	
AdWords	1	0	0	
Google +	1	0	0	
Google Jobs site	14	2	1	
indeed.com	3	0	0	
LinkedIn	17	0	0	
Capacity Planner, Network Engineering, Google Fiber - Mountain View	7	0	0	
AdWords	1	0	0	
Google Jobs site	3	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	1	0	0	0
LinkedIn	2	0	0	0
Customer Solutions Specialist, Tools, Google Fiber - Mountain View	24	0	0	0
AdWords	2	0	0	0
Google Jobs site	12	0	0	0
indeed.com	9	0	0	0
LinkedIn	1	0	0	0
Project Coordinator, Outside Plant (OSP), Google Fiber - Kansas City	1	1	1	1
Google Jobs site	1	1	1	1
Data Associate, Google Fiber	2	2	2	2
Google Jobs site	2	2	2	2
Outside Plant Field Project Manager, Google Fiber - Kansas City	1	1	1	1
Monster.com	1	1	1	1
Technical Program Manager, TV Platform, Google Fiber - Mountain View	10	2	0	0
Google Jobs site	7	2	0	0
indeed.com	1	0	0	0
LinkedIn	2	0	0	0
Grand Total	25,859	668	341	88

Google Fiber Inc.

Recruitment Source Contact Information - Year ended September 30, 2013

EXTERNAL RECRUITING SOURCES				
Recruitment Source	Contact Name	Address	Email	Phone #
General Resume Sourcing:	Google recruiters attend various local job and career fairs to source resumes for eligible candidates. Those resumes are then matched to open positions.			
University & MBA Recruiting:	Google conducts outreach for computer science or related majors at more than 60 campuses across North America and Latin America. Outreach activities include, but are not limited to, managing technical talks, participating in career fairs, engaging in on-campus interviews, and conducting special workshops			
Online job boards:				
Recruiting through online job boards involves posting Google Fiber job availabilities to attract potential candidates, as well as conducting active searches of candidate profiles to identify eligible matches for open positions				
craigslist	Craigslist Billing	200, 989 Market St, San Francisco, CA 94103	billing@craigslist.org	(415) 278-0404
dice.com	Joe Wilkie	12150 Meredith Dr.Urbandale, IA 50323	JoeW@dice.com	(877) 386-3323
indeed.com	Jennifer Holiday	177 Broad Street, 6th FloorStamford, CT 06901	jholiday@indeed.com	(650) 528-2079
LinkedIn	Deina King	2029 Stierlin Ct.Mountain View 94043	dking@linkedin.com	(650) 687-3600
Monster.com	Kristen Sousa	622 Third Ave., 39th FloorNew York, NY 10017	Kristen.Sousa@monster.com	(925) 314-6818
nakuri.com	Nivedita Sinha	Block 1, DivyaSree Omega ASurvey No. 13, Kondapur VilliageHyderabad,Andhra Pradesh 500081	nivedita.sinha@naukri.com	080-426-80-200
nijobs.com	Conor Gilbride	IrishJobs.ie, Grand Canal Quay, Dublin 2, Ireland	Conor.Gilbride@irishjobs.ie	353 (0)1 670 9900
nixers.com	Lisa Kearney	Ground Floor, South Block, The Malthouse, Grand Canal Quay, Dublin 2	lisa.kearney@jobs.ie	353-1-16642-957
simplyhired.com	Nicole Rechenmacher	370 San Aleso AveSuite 200Sunnyvale, CA 94085	nicole@simplyhired.com	(408) 400-4700

INTERNAL RECRUITING SOURCES

In addition to external sources, Google Fiber also recruits through the following internal Google channels:

Social Media:

Twitter	Job posted on Twitter @GoogleJobs feed
Google +	Job posted on Google+ Life at Google page
Facebook	

Other Google owned & operated properties:

YouTube	Job posted in description of video on Life at Google YouTube channel
Google.com	Google Jobs posting advertising on Google.com
Google Jobs Site	Google Jobs site posting - direct applicant
AdWords	Google Jobs posting advertising through AdWords
Employee referral site	Employee & alumni referrals

Google Fiber Inc.

Outreach Activities - Year ended September 30, 2013

Type of event	Date	Description	Co-Participants / Partners (if applicable)
Google Apps 101 & 201 Trainings	various dates: March - Sept 2013	Approximately 400 participants from March through September. Provide a series of trainings to nonprofits and community members on how to use the Internet, covering basic skills like Internet Search and Gmail that are important tools to job seekers.	Co-presenting organizations include Kansas City Kansas Public Libraries, Guadalupe Centers Inc, Senior Computer Users Group, AARP, Literacy KC, Vineyard Resource Center, Hispanic Chamber of Commerce, and Bethel AME Church.
Girl Scouts Meet Women in Fiber	May 21, 2013	Presentation on Google Fiber and Hangout with female Fiber Googlers in MTV to discuss their education and career paths	Girl Scouts of NE Kansas and NW Missouri
Summer Intern Program	Summer 2013	The Google Technical Internship Program is a 12-14 week technical engineering internship. Over the summer of 2013 Google Fiber hosted 9 internship positions in various engineering roles.	
Startup Crawl	Jun 28, 2013	Kansas City's second Startup Crawl offered more than 900 area residents a one-night tour of the metro's many budding companies (including Google Fiber). The goal of this event is to make the startup arena even more accessible to local hopefuls, new arrivals, and the community in general. Attendees received an inside view of 100 startups, meeting the founders and teams.	
App Camp	Jul 15-19 & Jul 22-26, 2013	Trainings on Google Apps basics at Fiber Space and at community based organizations.	Partnered with University of Missouri - Kansas City School of Computing and Engineering, KC STEM Alliance and KC Power Source to present.
Kansas City Digital Inclusion Fund	Announced Aug 14, 2013	Developed, fundraised, and contributed to a \$1M fund, housed at the Greater Kansas City Cmty Foundation, that will provide grants to nonprofit organizations that help people increase their digital literacy skills and be better prepared for 21st Century workforce.	
Code for America	Ongoing	Through Code for America's fellowship program, talented web developers, designers, and entrepreneurs are recruited into a year of public service and then invited forward-thinking cities to apply to work with them, hand-in-hand, to help them better leverage technology and engage the community.	
Community Sales and Marketing Manager (CSMM) program	Ongoing	Fiber field sales team members (contract/vendor positions responsible for execution of various community marketing programs and events) receive training by Google Fiber personnel to develop skills to qualify for higher level positions in their field.	
Unconscious Bias Training	Various sessions throughout year	Training offered to all Google employees and encouraged for people managers. The workshop introduces participants to the science of unconscious thought processes, and how our minds -- without our knowledge -- may influence workplace perceptions and interactions. The session largely focuses on stereotyping, presenting both internal case studies and academic research showing how stereotypes can play out in a company.	